

Supporting the Fight,  
Improving the Force,  
Building the Future

# **2004 Acquisition Senior Leaders' Conference**

**August 9-12, 2004, Louisville and Fort Knox, Kentucky**



# **Military Regional Rotational Developmental Assignment Program**

Lead – Mr. Greg Fritz

Assist – Lieutenant Colonel Dwayne Green

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# Agenda

**Welcome** - Introductions

**Admin Remarks** - Lunch will be a buffet provided in the Regency Ballroom.

**Roles and Responsibilities** - note takers, assists, facilitators, and Change Leadership Team (CLT) representatives.

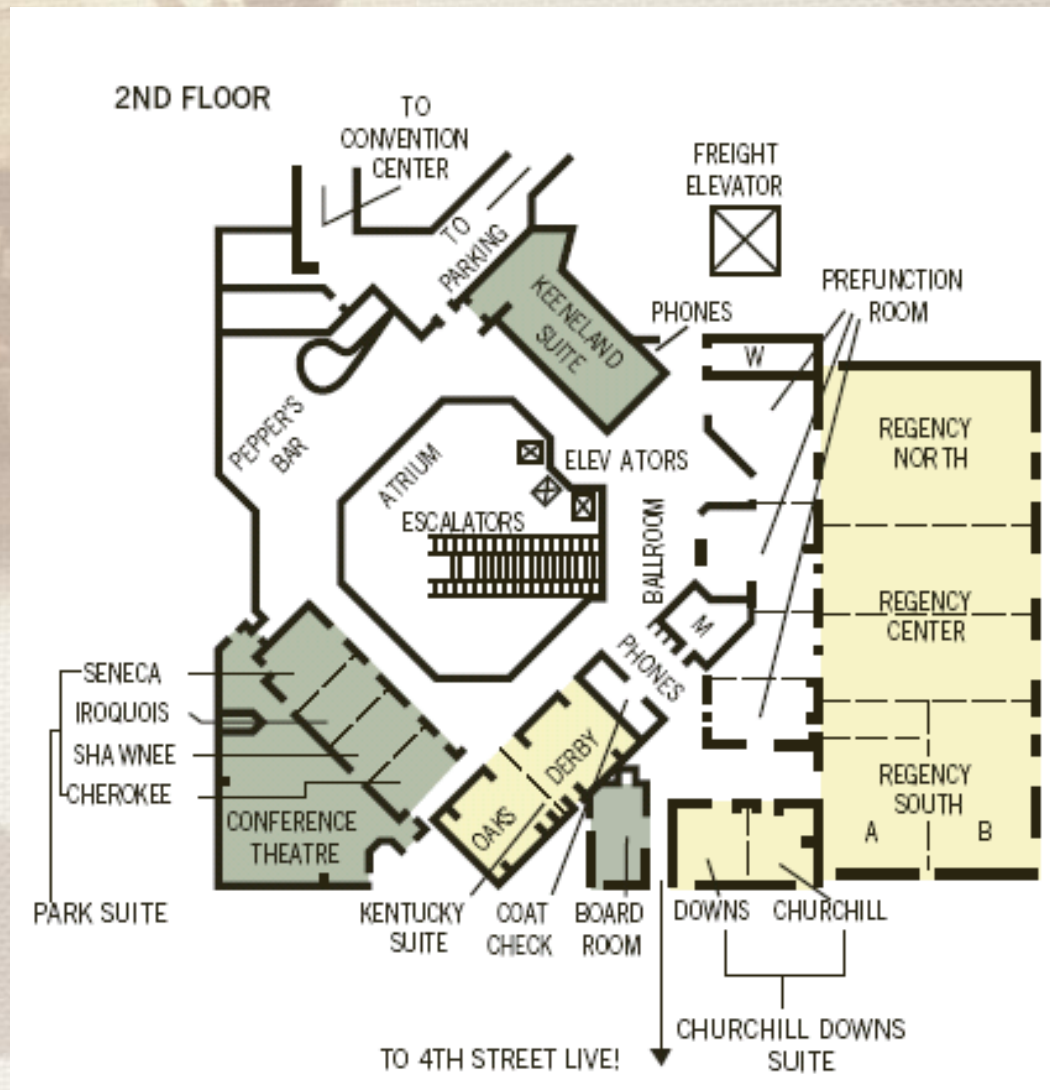
**Rules of Engagement** - Consensus is the name of the game.

**Review of the Initiative** - Campaign Plan, background/history, concept and action plans, progress to date, suggested topics, open discussion, summary of group input, and hand-off to CLT representative.

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# Restrooms



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## **Why are the workshops important?**

The workshops are a mechanism for feedback on transformation. This is an opportunity for impact on the directions of the project.

## **What is our challenge?**

To produce output. We will be using quad charts to help us capture group issues, recommendations, strategy/resource plan, and a timeline/deliverables.

## **Where will our information go from here?**

Our output is given to the CLT who will consolidate and provide the MILDEP recommendations to continue on planned or recommended azimuth adjustments.

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# Roles and Responsibilities



**Note Takers:** Are to capture the notes of the workshop, especially, ideas, questions, and answers. There will easel pads that at the end of the workshop the note taker can write out in the order in which the workshop decides.

**Assists:** Are the assists to the initiative/workshop leads both at the conference and outside the conference. The assist is the official back-up to the lead.

**Facilitators:** Are the initiative/workshop leads who are responsible for facilitating the community workshop at the Acquisition Senior Leaders' Conference.

**Change Leadership Team workshop Representative:** Is to attend the workshop at the conference as the representative from his/her team. They are to provide comments as necessary and assist the facilitating if needed.

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# Rules of Engagement



**All voices will be heard.** Everyone is encouraged and asked to participate.

**This is a non-attribution workshop.**

**We agree that we can disagree, and agree to come to a consensus.** Consensus is the name of the game.

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# Purpose



To establish a means and process to facilitate development of Acquisition Corps Officers with diverse, well rounded backgrounds, able to lead any complex, multifunctional acquisition organization in support of the evolving *Army Campaign Plan*.

In particular, a process that incorporates the tenets of all or as many of the applicable *Army Focus Areas*:

*Soldier* focused

*Leader Development* Acquisition mentor's primary mission

*The Bench* we select from

*Modular* but not limited by "one size fits all"

*Force Stabilization* in designated regions

A process answering the needs of the current force while developing leaders for the future force - linking the Army Acquisition Corps (AAC) with the operating force providing the Acquisition Corps senior leaders with UE-like organizations tailorable to changing environments.

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# IPT Members



LTC Dwayne Green	IPT Lead	ASC
Mr. Tom Evans	Member	ASC
Mr. Robert Neff	Member	ASC
Mr. Greg Fritz	Member	ASC
MAJ Williams	Member	ASC
MAJ Harvey	Member	HRC
MAJ(P) Boruff	Member	HRcC
Mr. Jerry Kelly	Member	SAALT

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# **IPT Milestones**



IPT Meeting 26 February 2004

Brief to ASC Director 1 March 2004

IPT Meeting 5 March 2004

Policy Memo (Draft) 15 March 2004

Brief to LTG Yakovac 22-26 March 2004

IPT Meeting 26 April 2004

Brief to LTG Yakovac 29 April 2004

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# Assumptions



- Clear Command Guidance On Fill/Balance
- Regional Account Managers (One HRC Point of Contact)
- Regions Don't Deviate from the Regionalization Concept Plan
- 12-24 Month Regional Rotations
- Two-Year Assignment at Non-Regional Locations
- 36-48 Months In Region
- Officers assessed after 1<sup>st</sup> Stabilization Tour
- 6-8 Years of Time available for Regional Assignments
- 50 Mile Radius in Regions
- Use Officer's IDP – Supervisor to Drive Career Management
- Job Transitions Will Go From One AOC to Another
  - Program Management
  - Contracting
  - Information Technology
  - Testing
  - Science & Technology
- Regional Descriptions Will Continue to Evolve

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# Regions

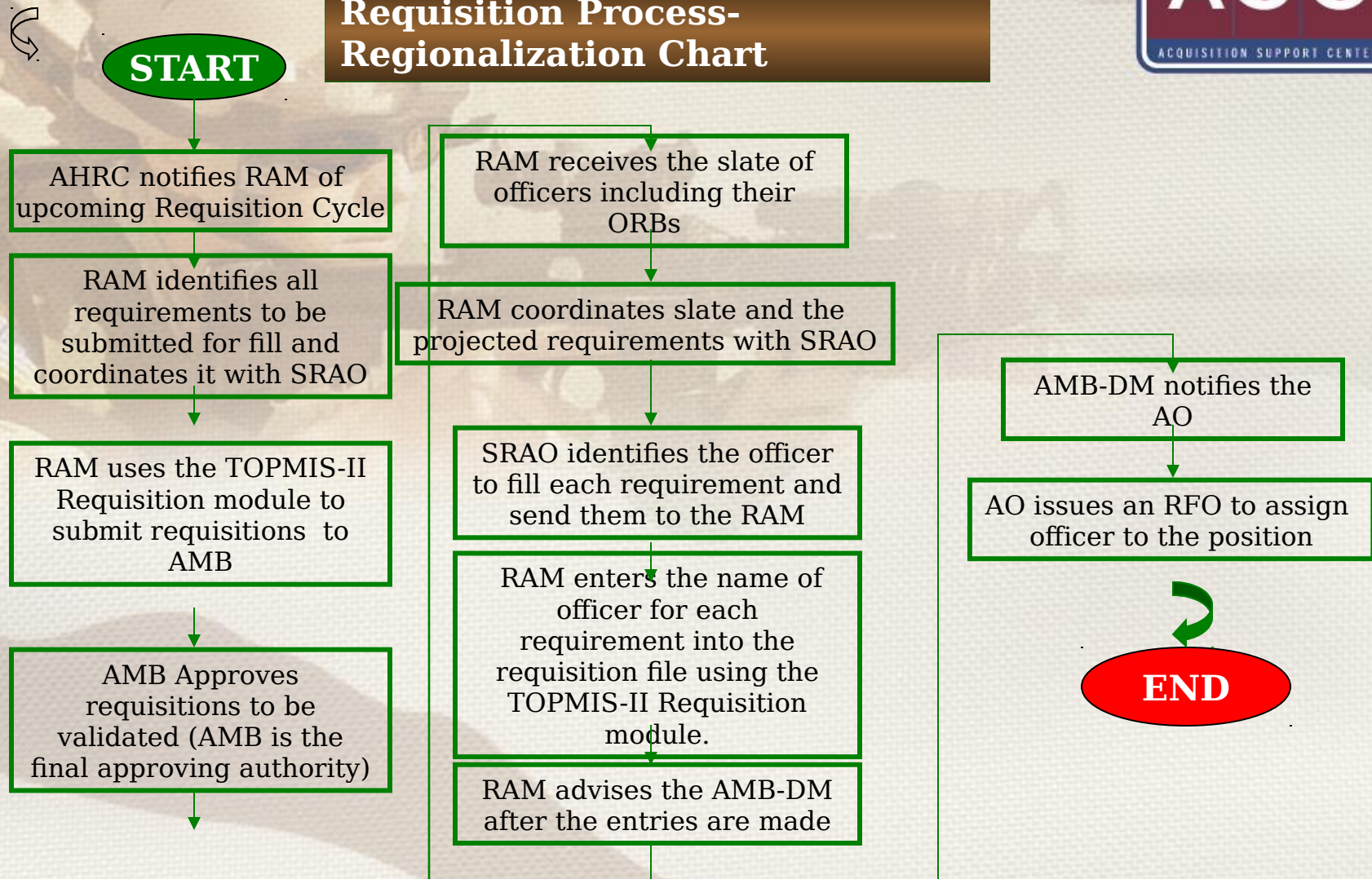


Locations	MACOMs & MSCs	MAJ-O4	O4s POST-REVIEW	CPT-O3	O3s POST-REVIEW
Warren, MI	ASC: PEO GCS, PEO CS&CSS AMC: TACOM DOD AGCY: DAU	AUTHS = 20	MAPL = 38	AUTHS = 2	MAPL = 15
Picatinny Arsenal, NJ	ASC: PEO AMMO, PEO GCS, PEO SOLDIER AMC: TACOM	AUTHS = 14	MAPL = 19	AUTHS = 8	MAPL = 10
Ft. Monmouth, NJ	ASC: PEO C3T, PEO EIS, PEO GCS, PEO IEWS AMC: CECOM DOD AGCY: DAU	AUTHS = 33	MAPL = 40	AUTHS = 8	MAPL = 7
MDW - North (Baltimore, APG, Towson, Adelphi)	ASC: PEO ECW, JPEO CHEM BIO DEF, PEO GCS; DCMA; ATEC; COE; AMC: ARL, SBCCOM, TACOM	AUTHS = 20	MAPL = 17	AUTHS = 7	MAPL = 9
MDW - South (DC Metro, Pax River, Indian Head)	ASC: ASC Roll-Up; ATEC; DOD AGCY: DCMA; JT ACTVITY; HRC; SDDC(MTMC); SMDC; AMC: HQAMC, STAFFSPTACTS, SBCCOM, ARL, MATAQACT, MATREADACT	AUTHS = 164	MAPL = 109	AUTHS = 33	MAPL = 22
Redstone Arsenal/ Huntsville, AL	ASC: MDA SPT, PEOs ASMD, AVIATION, C3T, CS&CSS, GCS, IEWS, SOLDIER, STRI, TAC MSLS; DOD AGCY: MDA, DAU; SMDC; TRADOC; AMC: AMCOM, MATREADACT	AUTHS = 63	MAPL = 78	AUTHS = 22	MAPL = 15

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## Requisition Process- Regionalization Chart



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# PROs

- Officers Better Prepared for Command and Total Life Cycle Management
- Cross organizational boundaries to promote diversity of assignments
- Regionalize Account Managers and create Structure Hierarchy of Requisition Build/Position Fill
- Officer's Training Will Be Diverse (Via 12-24 Month Regional Rotations)
- Two-Year Assignment at non-regional Location
- 36-48 Month Tours
- IDP-Focused Career Development and Mentorship

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# CONs



- DAWIA & Title 10 (Could Be Resolved with Close Monitoring)
  - R/C > 3 Year Time in Position (4 Years for Level 3 Contractors)
- More Organizational instability
- Requires additional Command Cooperation/Coordination
- Joint Positions
- YMAV Adjustment with Every Move (Assignment Officers)
- Positional Requirements (i.e. AVN Specific, MI, SI)
- Tracking Officers Becomes Difficult above regional level to meet HRD reporting requirements

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# Plan

ASC develops the policy and implements regionalization in selected regions. The selected regions will be Warren, Picatinny, Monmouth, NCR, and RSA. In addition, regionalization will be a topic of discussion at the Leader's Conference.

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# IMPLEMENTATION TIMELINE



- ➔ Designate Senior Regional Acquisition Official (SRAO) 17 May 2004
  - ➔ Draft letter with policy from MILDEP
- ➔ SRAO designates Requisition Account Manager (RAM) 31 May 2004
- ➔ Regionalization Team briefings to SRAO and officers 15 June 2004
  - ➔ HRC meets with SRAO and RAMs
  - ➔ Town Hall Meeting within each region: 15 & 16 June, 29 & 30 June, 13 & 14 July, 20 & 21 July, 3 & 4 August, 2004
- ➔ Senior Leaders Conference 9 - 12 August 2004
  - ➔ Provide current status and update of regionalization efforts
- ➔ 6-Month progress review – receive feedback from regions February 2005
- ➔ Full implementation of Regionalization Summer 2005

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**Issues:**

**Recommendations:**

**Strategy/Resource Plan:**

**Timeline/Deliverables:**

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# Questions?

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